

NEWS

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HIGHLIGHTS OF KNOXVILLE, TN NATIONAL COMPENSATION SURVEY MAY 2003

Workers in the Knoxville metropolitan area averaged \$14.56 per hour during May 2003, according to a new survey released by the U.S. Department of Labor's Bureau of Labor Statistics (BLS). Regional Commissioner Janet S. Rankin reported that white-collar workers averaged \$17.33 per hour and accounted for 50 percent of the workers in the area. Blue-collar employees averaged \$13.92 per hour and represented 29 percent of the workforce, while the remaining 21 percent worked in service occupations and earned \$8.78 per hour. (See table 1.)

The National Compensation Survey (NCS) presents straight-time earnings for occupations in establishments employing 50 or more workers in private industry and State and local governments. The survey excludes agricultural establishments, private households, the self-employed, and the Federal Government. This NCS covered 160 firms representing 129,200 workers in the Knoxville metropolitan area, which includes Anderson, Blount, Knox, Loudon, Sevier and Union Counties in Tennessee. Seventy-nine percent of those represented worked in private industry.

In the Knoxville metropolitan area, average hourly wages were published for 40 detailed occupations. (See table 1.) Among white-collar workers, registered nurses averaged \$19.70 per hour; secretaries \$12.21 per hour; and general office clerks, \$10.73. Blue-collar occupations included industrial machinery repairers earning \$19.19 per hour; industrial truck and tractor equipment operators at \$12.64; and construction laborers, \$9.63. In the service occupations, public service police and detectives averaged \$15.66 per hour; nursing aides, orderlies and attendants, \$9.25; and cooks, \$8.45.

The NCS also provides broad coverage of selected occupational characteristics. (See tables 2 and 3.) For example, full-time employees in the Knoxville area averaged \$15.08 per hour and part-timers earned \$7.06. Union workers in blue-collar jobs averaged \$12.60 per hour, while their nonunion counterparts made \$14.18. Private industry workers at establishments employing 50-99 workers averaged \$13.76 per hour, while those in establishments with 500 or more employees earned \$17.33.

The NCS is part of a statistical program that has integrated three previously separate surveys of wages and benefits into one comprehensive compensation program increasing the amount of data available. Data provided by the NCS may be used by businesses for establishing pay plans, making decisions concerning plant relocation, and in collective bargaining negotiations. Individuals may use such data to help choose potential careers. Average rates of pay are also available for levels of work

within an occupation based on knowledge, skill, independent judgement, supervision received, and other factors required on the job.

Survey Availability

Complete survey results are contained in the Knoxville, TN National Compensation Survey May 2003 (Bulletin 3120-05). While supplies last, single copies of the bulletin are available from the Atlanta Information Office by calling 404-331-3415. In addition, data contained in the bulletin are available on the Internet in both text and PDF formats at <http://www.bls.gov/ncs/home.htm> . Select survey tables can also be obtained from the Bureau's fax-on-demand service in Atlanta by dialing 404-331-3403 and requesting document 9480.

For personal assistance or further information on the National Compensation Survey, as well as other Bureau programs, contact the Atlanta Information Office at 404-331-3415 from 9:30 a.m. to 3:30 p.m.

Table 1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Knoxville, TN, May 2003

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$14.56	2.9	\$13.73	3.3	\$17.88	1.9
All excluding sales	14.81	2.5	13.95	3.0	17.90	1.9
White collar	17.33	3.7	16.16	4.9	20.64	2.7
White collar excluding sales	18.44	3.0	17.42	4.4	20.68	2.7
Professional specialty and technical	23.02	3.1	21.88	4.6	24.66	4.3
Professional specialty	24.67	3.6	23.98	6.0	25.26	4.5
Engineers, architects, and surveyors	28.96	3.6	29.38	4.1	—	—
Industrial engineers	29.81	7.2	29.81	7.2	—	—
Engineers, n.e.c.	30.42	1.7	30.42	1.7	—	—
Mathematical and computer scientists	—	—	—	—	—	—
Natural scientists	—	—	—	—	—	—
Health related	22.00	7.5	21.71	7.5	—	—
Registered nurses	19.70	1.5	19.67	1.6	—	—
Teachers, college and university	27.53	4.9	—	—	—	—
Teachers, except college and university	26.81	7.8	—	—	—	—
Librarians, archivists, and curators	22.96	4.8	—	—	—	—
Librarians	24.37	7.2	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	18.46	9.3	18.97	9.1	—	—
Licensed practical nurses	14.38	4.3	14.46	4.4	—	—
Health technologists and technicians, n.e.c.	14.47	2.7	15.56	1.6	—	—
Electrical and electronic technicians	18.73	5.0	18.73	5.0	—	—
Executive, administrative, and managerial	23.68	9.2	23.92	11.2	23.14	16.6
Executives, administrators, and managers	30.62	12.0	29.38	16.1	34.27	10.5
Administrators and officials, public administration	38.60	.4	—	—	38.60	.4
Financial managers	28.15	25.4	—	—	—	—
Administrators, education and related fields	35.90	3.7	31.92	.8	—	—
Managers and administrators, n.e.c.	36.19	22.2	35.03	26.4	—	—
Management related	17.71	5.0	18.52	3.1	16.18	12.5
Other financial officers	21.31	2.9	20.33	2.2	—	—
Sales	11.86	12.9	11.86	13.0	—	—
Supervisors, sales	12.31	30.9	12.31	30.9	—	—
Cashiers	8.26	10.6	8.18	11.0	—	—
Administrative support, including clerical	12.01	4.5	12.20	5.5	11.31	2.5
Secretaries	12.21	3.3	11.87	4.1	12.46	5.5
Bookkeepers, accounting and auditing clerks	13.23	10.5	13.74	11.1	—	—
Traffic, shipping and receiving clerks	14.24	14.4	14.24	14.4	—	—
Investigators and adjusters, except insurance	12.02	4.2	12.02	4.2	—	—
General office clerks	10.73	5.1	10.36	4.2	11.25	8.7
Bank tellers	9.76	11.9	9.76	11.9	—	—
Data entry keyers	10.13	8.6	10.13	8.6	—	—
Administrative support, n.e.c.	10.63	5.2	10.52	5.4	—	—
Blue collar	13.92	3.2	13.97	3.5	13.27	3.1
Precision production, craft, and repair	16.36	3.3	16.55	3.7	15.30	3.5
Industrial machinery repairers	19.19	7.3	19.19	7.3	—	—
Mechanics and repairers, n.e.c.	12.69	10.5	13.04	10.5	—	—
Electrical power installers and repairers	15.36	14.3	—	—	18.01	8.9
Supervisors, production	22.39	11.8	22.39	11.8	—	—
Machine operators, assemblers, and inspectors	11.33	4.0	11.33	4.0	—	—
Miscellaneous machine operators, n.e.c.	13.78	7.6	13.78	7.6	—	—
Transportation and material moving	16.42	5.1	16.65	5.5	11.76	2.7
Truck drivers	18.19	8.8	18.37	9.1	—	—
Industrial truck and tractor equipment operators ..	12.64	5.7	12.64	5.7	—	—

See footnotes at end of table.

Table 1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Knoxville, TN, May 2003 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar —Continued						
Handlers, equipment cleaners, helpers, and laborers	\$10.79	6.7	\$10.74	7.8	\$11.11	5.4
Construction laborers	9.63	4.6	—	—	—	—
Stock handlers and baggers	9.38	10.1	9.34	11.3	—	—
Freight, stock, and material handlers, n.e.c.	13.18	16.4	13.18	16.4	—	—
Laborers, except construction, n.e.c.	9.73	6.6	—	—	—	—
Service	8.78	7.1	7.51	7.4	12.83	8.7
Protective service	11.69	8.6	—	—	13.21	2.2
Firefighting	12.21	1.6	—	—	12.21	1.6
Police and detectives, public service	15.66	3.9	—	—	15.66	3.9
Food service	6.47	15.3	6.47	15.3	—	—
Waiters, waitresses, and bartenders	2.53	4.5	2.53	4.5	—	—
Waiters and waitresses	2.38	8.1	2.38	8.1	—	—
Other food service	8.21	15.6	8.21	15.6	—	—
Cooks	8.45	6.1	8.45	6.1	—	—
Food preparation, n.e.c.	6.08	7.3	6.08	7.3	—	—
Health service	9.26	2.7	9.26	2.7	—	—
Nursing aides, orderlies and attendants	9.25	2.7	9.25	2.7	—	—
Cleaning and building service	9.62	12.6	7.74	5.6	12.47	17.1
Janitors and cleaners	11.46	15.2	8.51	4.4	—	—
Personal service	6.73	8.4	6.73	8.4	—	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² All workers include full-time and part-time workers.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 2. Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, Knoxville, TN, May 2003

Occupational group	Private industry and State and local government					
	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
	Mean					
All occupations	\$15.08	\$7.06	\$13.77	\$14.63	\$14.43	\$17.51
All excluding sales	15.30	6.60	13.83	14.89	14.70	17.81
White collar	17.75	10.55	16.89	17.35	17.46	14.32
White-collar excluding sales	18.70	11.90	17.53	18.48	18.60	—
Professional specialty and technical	23.24	16.08	18.34	23.29	23.02	—
Professional specialty	24.84	—	—	24.73	24.67	—
Technical	18.68	—	—	18.77	18.46	—
Executive, administrative, and managerial	23.58	—	—	23.68	23.68	—
Sales	12.40	8.90	—	11.84	11.15	16.63
Administrative support, including clerical	12.21	8.68	16.52	11.79	12.02	—
Blue collar	14.02	6.66	12.60	14.18	13.40	20.67
Precision production, craft, and repair	16.36	—	18.20	16.14	16.43	—
Machine operators, assemblers, and inspectors	11.45	—	11.40	11.31	11.33	—
Transportation and material moving	16.42	—	—	16.71	14.83	—
Handlers, equipment cleaners, helpers, and laborers	10.94	—	11.19	10.62	10.77	—
Service	9.69	3.93	—	8.79	8.79	—
	Relative error ⁶ (percent)					
All occupations	1.7	18.9	5.9	3.2	3.4	14.7
All excluding sales	1.6	26.0	5.9	2.8	2.9	18.2
White collar	3.4	5.7	3.5	3.9	4.1	13.2
White-collar excluding sales	3.0	5.4	1.2	3.2	3.3	—
Professional specialty and technical	3.3	5.7	4.3	3.8	3.1	—
Professional specialty	3.5	—	—	3.6	3.6	—
Technical	9.6	—	—	10.6	9.3	—
Executive, administrative, and managerial	9.3	—	—	9.2	9.2	—
Sales	13.3	10.2	—	13.5	12.0	13.7
Administrative support, including clerical	4.5	3.2	4.1	4.8	4.7	—
Blue collar	3.1	6.9	5.8	3.4	6.4	13.3
Precision production, craft, and repair	3.3	—	5.3	3.6	3.6	—
Machine operators, assemblers, and inspectors	3.3	—	13.8	4.5	4.1	—
Transportation and material moving	5.1	—	—	5.7	14.7	—
Handlers, equipment cleaners, helpers, and laborers	6.6	—	3.6	8.8	6.9	—
Service	3.6	32.5	—	7.1	7.1	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy.

³ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

⁴ Union workers are those whose wages are determined through collective bargaining.

⁵ Time workers' wages are based solely on an hourly rate or salary; incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

⁶ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate.

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Table 3. Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Knoxville, TN, May 2003

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers ³	100 workers or more		
			Total	100 - 499 workers	500 workers or more
	Mean				
All occupations	\$13.73	\$13.76	\$13.72	\$11.79	\$17.33
All excluding sales	13.95	14.37	13.76	11.72	17.22
White collar	16.16	14.21	16.94	14.40	19.45
White-collar excluding sales	17.42	16.50	17.71	15.33	19.34
Professional specialty and technical	21.88	21.36	21.96	24.07	21.34
Professional specialty	23.98	25.74	23.82	26.78	22.84
Technical	18.97	18.64	19.04	18.68	19.13
Executive, administrative, and managerial	23.92	30.77	21.19	17.95	24.41
Sales	11.86	10.16	13.30	12.40	—
Administrative support, including clerical	12.20	11.70	12.42	11.14	14.13
Blue collar	13.97	15.46	12.99	11.98	16.85
Precision production, craft, and repair	16.55	13.58	17.62	15.55	21.17
Machine operators, assemblers, and inspectors	11.33	13.05	11.02	10.31	14.65
Transportation and material moving	16.65	17.43	13.38	13.38	—
Handlers, equipment cleaners, helpers, and laborers	10.74	11.22	10.54	10.83	—
Service	7.51	7.38	7.55	7.83	6.49
	Relative error ⁴ (percent)				
All occupations	3.3	3.2	4.3	3.2	5.8
All excluding sales	3.0	2.8	3.5	3.3	6.0
White collar	4.9	6.3	6.6	8.3	5.0
White-collar excluding sales	4.4	5.9	5.3	6.9	5.4
Professional specialty and technical	4.6	10.1	4.8	9.0	5.0
Professional specialty	6.0	9.2	6.5	9.5	8.4
Technical	9.1	17.1	10.2	6.5	12.1
Executive, administrative, and managerial	11.2	17.2	14.7	10.3	21.7
Sales	13.0	14.1	18.6	16.5	—
Administrative support, including clerical	5.5	5.5	8.1	3.7	10.9
Blue collar	3.5	2.8	5.8	3.9	11.2
Precision production, craft, and repair	3.7	14.0	2.4	7.1	7.3
Machine operators, assemblers, and inspectors	4.0	7.1	4.6	3.8	3.8
Transportation and material moving	5.5	7.3	6.4	6.4	—
Handlers, equipment cleaners, helpers, and laborers	7.8	20.4	5.1	5.1	—
Service	7.4	9.3	7.2	2.0	33.3

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy.

³ Establishments classified with 50-99 workers may contain

establishments with fewer than 50 due to staff reductions between survey sampling and collection.

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